

The Rapid Pulse

January 2002

The Director's Perspective

By Dr. Eugene Migliaccio

I first want to take this opportunity to wish each member of DIHS a Happy New Year! I am proud to say that 2002 is off to a great start for our Division.

Earlier this month, we convened in San Diego, CA for the annual leadership symposium. The conference was a huge success by all accounts! This year's theme was "Optimization," making the most of our resources to enhance the Division's three priority areas: Employees, Quality and Cost.

It is an honor and testament to this Division that RADM Kenneth Moritugu, the Deputy Surgeon General of the United States, joined us in San Diego, as did many other dignitaries from all levels in the government and private industry. We were also privy to exciting, powerful presentations on correctional healthcare, employee development, managed care, leadership and clinical services.

During the weeklong conference, the DIHS national Balanced Scorecard was refined, and a number of new initiatives developed, that will greatly impact your daily work. We also benchmarked the Air Force Medical Services' leadership strategies, clinical



cal optimization, and resource management.

I truly believe that in order for an organization to be successful, it must have a vision. I'm excited about our new vision statement reflecting our desire to be "the best correctional healthcare program in the country!" We can do it! And I hope each of you will work towards this goal. I encourage you to talk with your local leadership about ways you can help the Division successfully reach our new initiatives. I look forward with anticipation to all the great things expected to occur for DIHS this year. Thank you for your continued dedication to this Division and the population we serve.

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Faces and Places

WELCOME

Buffalo, NY:

LTJG David Lusche

Elizabeth, NJ:

LTJG Jonee Mearns

Florence, AZ:

LT Tracey Karshner

Miami, FL:

LT Nelson Reyes

Port Isabel, TX:

CDR Carlos Plasencia

Queens, NY:

LT Jamie Seligman

LT Maude James

LTJG Ron Pinheiro

FAREWELL

Buffalo, NY:

LCDR Karen Kosar

El Centro, CA:

LTJG Amy Rounsavall

LTJG Susanna Wienert

CDR Maurice Sheehan

El Paso, TX:

CAPT Lee Shackelford

Florence, AZ:

LT Kelly Barry

LCDR Lisa Jackson

Miami, FL:

Dr. Pierre Gaston

New York, NY:

LCDR Anna Gonzales

Port Isabel, TX:

CDR Edith Clark

LT Robert Harris

CDR Andrea Argabrite

San Pedro, CA:

CDR Alysse Gordon

**Congratulations
and thanks for a
job very well
done to the
following staff,
who received
Director's
Awards during
the Annual
Leadership
Symposium in
San Diego, CA:**

**Director's Award
for Leadership:**

CDR Luis Garabis

**Director's Award
for Quality:**

**Dr. Farridah
Shafiee**

**Director's Award
for Cost:**

**LCDR Gary Cole
El Paso MRC**

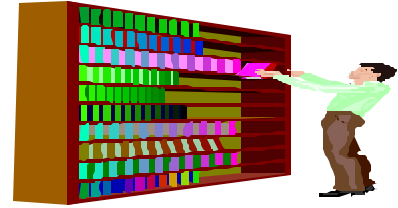


Research & Evaluation

By Dr. Diana Schneider

From time to time, DIHS staff are interested in working on research or evaluation studies, either on a local or national level. However, clinicians and administrators often have wonderful ideas, but little experience in the world of research. My responsibilities include providing technical assistance to staff interested in conducting research. Additionally, I provide guidance and oversight to ensure that all DIHS research and evaluation efforts comply with Federal legislation and Health Resources and Services Administration (HRSA) policies regarding the participation of human subjects.

Participation of human subjects in research includes reviews of medical or other records for the purpose of research, even if the information is initially collected for other purposes. Compliance with research-related legislation and policies is taken very seriously by the Department of Health and Human Services (DHHS) and the public at large. With appropriate preparation, the investigator can design a study and undergo the required reviews without undo burden. The process mostly requires a systematic approach, time, and patience.



The DIHS policy and Standard Operating Procedure on investigational studies and evaluation are forthcoming in the DIHS Policy and Procedures Manual. Please keep in mind that research activities are not the same as performance improvement studies. Research studies are designed to produce general knowledge; performance improvement studies are usually on a smaller scale and are program specific. Evaluation falls into a fuzzy area and may or may not have to be handled as research. If you have an interesting idea for a performance improvement study, proposals should be directed to the DIHS Performance Improvement Committee.

Related to these is the function of the Publications Committee, which reviews abstracts, materials for speaking engagements, and manuscripts and documents for publication or outside distribution. Abstracts and materials for speaking engagements should only be submitted to the Publications Committee after the research, evaluation, or performance improvement project is completed. If you have an interesting idea for a research or evaluation project, the following tips will help get you started:

- Submit a brief research or evaluation concept to my attention for review and comment

see Research— page 3

Our Vision:

By 2005, the Division of Immigration Health Services will be the best correctional health care delivery system in the United States and the provider of choice for the Immigration and Naturalization Service.

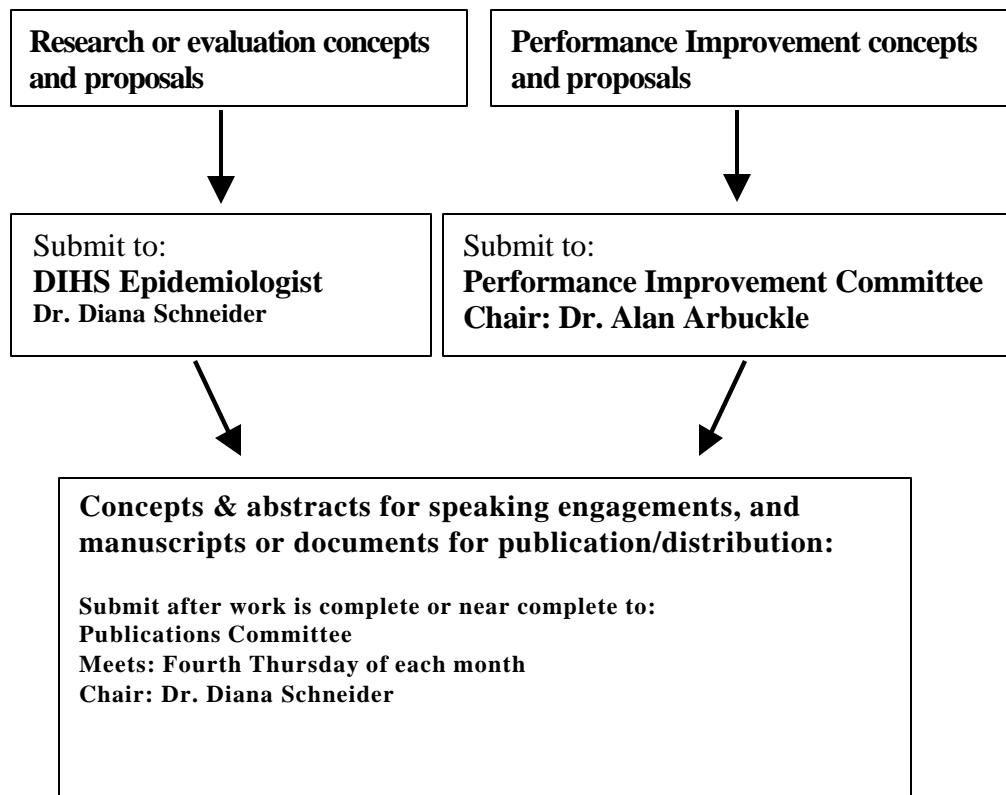
By 2005, the Division of Immigration Health Services will be established as the benchmark for correctional health care systems.

The DIHS will provide the necessary and appropriate level of health care, by the most competent employees, in the most cost-effective manner.

Research– from page 2

- Review the relevant Federal legislation: 45 CFR 46 – Protection of Human Subjects at <http://ohrp.osophs.dhhs.gov/polasur.htm>
- Review the relevant HRSA policy: HRSA Policy Circular No. 96.05 at <http://www.hrsa.dhhs.gov/quality/POL96-05.htm>
- Develop a detailed research protocol and submit it to me for review and guidance.
- Once the protocol is determined to be methodologically sound, I will forward it to the DIHS Director for approval
- After obtaining the Director's approval, and depending on the nature of the project, you will probably have to submit a packet to be reviewed by the HRSA Human Subjects Committee and/or an Institutional Review Board. I can provide you with the necessary guidance
- Be patient! These processes take time.
- Contact me with any questions: phone: 202-616-7807; email: Diana.Schneider@usdoj.gov

DIHS Guidance- Submitting Research, Evaluation, Performance Improvement, Abstracts and Manuscripts:



Human Resources Update

By CDR Marylouise Ganaway

The Human Resources (HR) Branch is very busy these days with all the activities the New Year has brought. New directives from INS and initiatives derived from the Balanced Scorecard have the HR team examining our current business practices to be more proactive and efficient in our dealings with you, our staff, as well our future staff, the applicants. Please let us know how we are doing or how we can better serve you.

As the new manager of HR, I continue to learn more about you and each site, and what your needs are. I will be visiting each site and will do a career development presentation. All staff members are encouraged to attend since the presentations are comprised of good sound advice for career enhancement, no matter which personnel system you work for. I have already been to the Krome and El Centro facilities, and am making plans to visit the others over the next few months.

One of my major undertakings for the Division, is the review and re-alignment of billets and position descriptions (PDs). This is necessary in order to

more accurately reflect your duties and experience which is the purpose of a billet/PD. Initially, I am focusing on HSAs, AHSAs, and MLPs. By now, most of you have received a request from me for a list of your actual duties. This will permit me to format an accurate billet structure as well as permit you to demonstrate career progression by indicating advancing billet mobility. This is imperative for positive promotion board results.

Improved communication is another goal of HR. I am developing a 'list serv' so all staff members are readily accessible for the dissemination as well as collection of information. Please be sure you have provided me with an e-mail address that you utilize frequently since many messages will be time-sensitive.

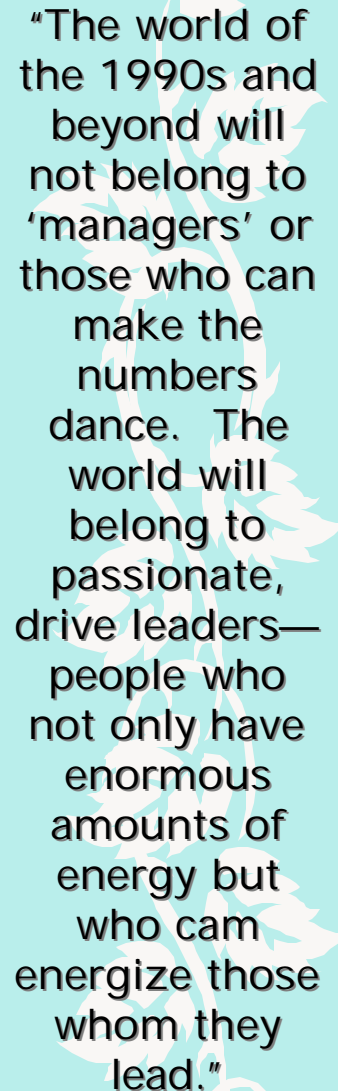
General Information:

Promotions: The boards start meeting in late February and results are usually announced around June 1 so that those with a T&E date of July 1 can have the proper uniforms ready.

Assimilation: Deadline for applying is February 15, 2002. For details, please see the December 2001 Commissioned Corps Bulletin.

Important HR Contacts:

1. Barbara Horn
Email: barbara.horn@usdoj.gov
2. LT John David
Email: jdavidphs@aol.com
3. CDR Gil Rose
Email: gprosephs@aol.com
4. CDR Marylouise Ganaway
Email: phsnurse@hotmail.com



"The world of the 1990s and beyond will not belong to 'managers' or those who can make the numbers dance. The world will belong to passionate, drive leaders—people who not only have enormous amounts of energy but who can energize those whom they lead."

-Jack Welch